

WHAT IS CLAIMED IS:

1. A method for use with a data processing system to determine employer compliance with verification of employment eligibility of an employee, the method comprising the steps of:

viewing at least one of the employee's original documents, such that a sufficient number of the employee's original documents are viewed for establishing both identity and employment eligibility of the employee;

entering relevant data into various ones of fields of the employment eligibility verification document, with such relevant data entered including pertinent dates for employment verification purposes;

the step entering relevant data including the step of entering a document type of the at least one of the employee's original documents viewed in the step of viewing'

running checks to apply rules for compliance analysis to the relevant data entered into the various ones of the fields of the employment eligibility verification document, wherein values of the relevant data entered into various ones of the fields of the verification document are compared with expected field values;

the step of running checks including the step of comparing a time sequence of the pertinent dates included in the relevant data;

the step of running checks further including the step of comparing with a list of acceptable documents the document type of the at least one of the employee's original documents viewed for employment verification;

generating an error message in response to comparing the relevant data entered into various ones of the fields with the expected values in the step of running checks; and

displaying for employer review a listing of the generated error messages.

2. The method according to Claim 1, further comprising the step of displaying a notice regarding changes in regulations not incorporated into the verification rules in response to a user logging into a data processing system for use of the method of the present invention.

3. The method according to Claim 1, wherein employee data provided by the employee and entered into the data processing system is compared to data for the employee listed on a remote server to audit the accuracy of the employee data.

4. The method according to Claim 1, wherein the step of viewing at least one of the employee's original documents comprises the steps of viewing two separate documents of the employee's original documents, which includes the step of viewing a first one of the two separate documents establishing the identity of the employee and the step of viewing a second one of the two separate documents establishing the employment eligibility for the employee.

5. The method according to Claim 4, further comprising the step of displaying an alert from a listing of alerts when a particular document type is selected from the list of acceptable documents.

6. The method according to Claim 5, wherein the documents are selected from a pull-down menu listing only acceptable types of documents.

7. The method according to Claim 6, further comprising the step of displaying employer editable tips which are displayed when particular ones of the fields are selected.

8. A method for use with a data processing system to determine employer compliance with verification of employment eligibility of an employee, the method comprising the steps of:

selecting at least one of the employee's original document from a list of acceptable documents sufficient for establishing identity and employment eligibility of the employee;

viewing the at least one of the employee's original documents, such that both the identity and the employment eligibility of the employee are established;

displaying an Administration Section screen which lists a task in which an employment eligibility verification document is displayed;

selecting the task of displaying an employment eligibility verification document from the task list menu;

entering relevant data into various ones of fields of the employment eligibility verification document, with such relevant data entered including pertinent dates for employment verification purposes;

the step entering relevant data including the step of entering a document type of the at least one of the employee's original documents viewed in the step of viewing'

running checks to apply rules for compliance analysis to the relevant data entered into the various ones of the fields of the employment eligibility verification document, wherein values of the relevant data entered into various ones of the fields of the verification document are compared with expected field values;

the step of running checks including the step of comparing a time sequence of the pertinent dates included in the relevant data;

generating an error message in response to comparing the relevant data entered into various ones of the fields with the expected values in the step of running checks; and

displaying for employer review a listing of the generated error messages.

5

9. The method according to Claim 8, wherein the step of selecting at least one of the employee's original documents comprises the steps of selecting two separate documents of the employee's original documents, which includes the step of selecting a first one of the two separate documents establishing the identity of the employee and the step of selecting a second one of the two separate documents establishing the employment eligibility for the employee.

5

10. The method according to Claim 8, wherein the step of viewing at least one of the employee's original documents comprises the steps of viewing two separate documents of the employee's original documents, which includes the step of viewing a first one of the two separate documents establishing the identity of the employee and the step of viewing a second one of the two separate documents establishing the employment eligibility for the employee.

11. The method according to Claim 1, further comprising the step of displaying a notice regarding changes in regulations not incorporated into the verification rules in response to a user logging into a data processing system for use of the method of the present invention.

12. The method according to Claim 11, further comprising the step of displaying an alert from a listing of alerts when a particular document type is selected from the list of acceptable documents.

13. The method according to Claim 12, wherein employee data provided by the employee and entered into the data processing system is compared to data for the employee listed on a remote server to audit the accuracy of the employee data.

5

14. The method according to Claim 13, further comprising the step of displaying employer editable tips which are displayed when particular ones of the fields are selected.

15. A method for use with a data processing system to determine employer compliance with verification of employment eligibility of an employee, the method comprising the steps of:

viewing at least one of the employee's original documents, such that a sufficient number of the employee's original documents are viewed for establishing both identity and employment eligibility of the employee;

displaying an Administration Section screen which lists a task in which an employment eligibility verification document is displayed;

selecting the task of displaying an employment eligibility verification document from the task list menu;

entering relevant data into various ones of fields of the employment eligibility verification document, with such relevant data entered including pertinent dates for employment verification purposes;

the step entering relevant data including the step of entering a document type of the at least one of the employee's original documents viewed in the step of viewing'

running checks to apply rules for compliance analysis to the relevant data entered into the various ones of the fields of the employment eligibility verification document, wherein values of the relevant data entered into various ones of the fields of the verification document are compared with expected field values;

the step of running checks including the step of comparing a time sequence of the pertinent dates included in the relevant data;

the step of running checks further including the step of comparing with a list of acceptable documents the document type of the at least one of the employee's original documents viewed for employment verification;

generating an error message in response to comparing the relevant data entered into various ones of the fields with the expected values in the step of running checks; and

displaying for employer review a listing of the generated error messages.

16. The method according to Claim 15, further comprising the step of displaying a notice regarding changes in regulations not incorporated into the verification rules in response to a user logging into a data processing system for use of the method of the present invention.

17. The method according to Claim 16, wherein the step of viewing at least one of the employee's original documents comprises the steps of viewing two separate documents of the employee's original documents, which includes the step of viewing a first one of the two separate documents establishing the identity of the employee and the step of viewing a second one of the two separate documents establishing the employment eligibility for the employee.

18. The method according to Claim 17, wherein employee data provided by the employee and entered into the data processing system is compared to data for the employee listed on a remote server to audit the accuracy of the employee data.

19. The method according to Claim 18, further comprising the step of displaying an alert from a listing of alerts when a particular document type is selected from the list of acceptable documents.

20. The method according to Claim 19, wherein the documents are selected from a pull-down menu listing only acceptable types of documents.